



Lake County

JSEC Insider

Ethics In the Workplace

*From The Book of Questions:
Business Politics and Ethics,
by Gregory Stock, PH.D.*

"If older people remained working for as long as they could, would this keep younger people out of positions of power too long or would it simply make better use of the talent and the experience of the aged?"

Employers' Wanted!

JSEC is seeking interested Employers' to participate in a Polson High School Summer Job Fair. If you are interested in this opportunity please contact Todd Erickson @ 883-7885 by April 29, 2006.

ABC Clinic's

Kalispell May 3, 2006
Outlaw Hotel
Missoula Oct. 5, 2006
Quality Inn. Sponsored by the Local Chamber of Commerce
Kalispell 758-2800 or Missoula 543-6623 Cost: \$45.00 ea.

Free Posters!

Remember to ask Job Service for the 5-in-1 Posters and USERRA Posters! Don't let private companies make you believe that you have to pay for them. They are FREE of charge from your local Job Service office. Just call 883-7880

Youth Rules

What Jobs Can Youth Do?

14 and 15 years olds can work outside school hours; after 7am and until 7pm (hours are extended to 9pm June 1-through Labor Day); up to 3 hours on a school day; up to 18 hours in a school week; up to 8 hours on a non-school day; up to 40 hours in a non-school week.

14 and 15 year olds may work in a variety of jobs including those located in offices, grocery stores, retail stores, restaurants, movie theaters, amusement parks, baseball parks or gasoline service stations. However, they are prohibited from working in jobs declared hazardous by the Secretary of Labor.

16 and 17 year olds can work in any job that hasn't been declared hazardous. There are 17 hazardous jobs young workers under the age of 18 are prohibited from doing. Some include mining, meat packing or processing, using power driven bakery machines or paper product machines, roofing, and excavation operations. Most driving is also prohibited.

Once a youth reaches 18 years of age, he or she is no longer subject to the Federal youth employment laws.

Different rules apply to youth employed in agriculture.
For more information visit: www.youthrules.dol.gov

New State Law Protects Customers' Identities

A new state law requiring businesses in Montana to protect customer privacy and prevent identity theft went into effect March 1, 2006. **H.B. 732** requires that all businesses have credit card terminals that only print the last four digits of a customer's credit card number. Businesses can no longer just crumple and throw away a receipt or any document with personal information. The law states that customer records must be shredded, erased or manipulated so that they are unreadable. The state law considers anything with a social security number, credit card number, name, address, signature, telephone number or the combination thereof as personal information.



Lake County Job Service Workforce Center
PO Box 970
417 B Main Street
Polson, MT 59860

Independent Contractor Workshop

Brenda Kitterman is the D.L.I. Independent Contractor Central Unit contact for western Montana. She has been giving numerous presentations regarding the 2005 legislative changes effecting I.C.'s throughout the Flathead and Mission Valleys and will be giving a free workshop on **April 19th** at the Polson City Library from 3:00 - 5:00 to those effected by and interested in these changes. Call Todd Erickson at (406) 883-7885 or Brenda Kitterman at (406) 257-4075 for more information.

Resources:

The employer resource room at the Lake County Job Service has numerous resources that employers can utilize or check out. One of the most valuable resources is the Montana Employment Law Letter published by M. Lee Smith Publishers LLC. The March issue, for example, addresses Privacy Rights and Blacklisting laws specific to MT as well as national issues regarding employee benefits specific to the Roth 401(k) and the hiring of Illegal Immigrants. Refer to Vol. 11, No. 2. Please come by to review or check out the information or contact us for subscription information.

Customer Service Video's Available

Give'em the Pickle
Take care of the Customer:
Service ~ Attitude
Consistency ~ Teamwork
and
Fun is Good



JSEC Members

Karen Dellwo, First Interstate Bank, Chair
Theresa Jones, St. Luke Hospital, Treasurer
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Marilyn Becker, OPA
Nikki Montesano, Jore Corporation
Adina Fox, Ronan Telephone
Wayne Fuchs, St. Luke Hospital
Mike McReynolds, UPS Store
Jim Hinshaw, Country Foods



JSEC Representatives

Karen Dellwo, JSEC Chair
Todd Erickson, Coordinator 883.7885
Patti Patterson, Co-Coordinator 883.7883
Mike Shoquist, Job Service Manager



To keep current on Wage & Hour laws; new available resources, new employer information, upcoming Work Shops; previous Newsletters: visit our website: employlakecounty.com or call Todd Erickson, Business Advocate @ 406.883.7885 email: toerickson@mt.gov New hours: Monday-Friday 9:00-2:30